

*George Washington*  
ACADEMY  
*"Building A Strong Foundation"*

June 28, 2008

Utah State Office of Education

Attention: Larry Shumway

George Washington Academy is requesting the amount available provided by the legislation in the form of SB 281 which will give the school the option of offering "merit pay." Our intent is to use the amount provided for our teachers based on loyalty, achievement and outcomes. We have attached our intended plan.

Every teacher, specialty teacher and the Principal have the potential to qualify for merit pay. The same amount will be paid to each teacher that meets each measurement mandate. We will base the measurements on a percentage in order to create a motivation for each teacher to be the best they can be.

The board has approved this general outline. We have scheduled an open and public meeting for the 5<sup>th</sup> of August to both describe what the board has approved and also to take parent and teacher comments. We may make immaterial changes to the plan based upon parent or teacher comments should there be confusion or major concerns regarding implementation or measurement. We will not make changes to the outcomes or values we have set as the major part of the plan or the designation of the percent split between the three outcomes of Loyalty, Achievement and Collaboration.

Please contact us if there are any deficiencies in the application for Merit Pay and we will be happy to correct those. We thank you for your time and efforts on behalf of Utah's school children.

Sincerely,

*George Washington Academy Board of Directors*

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## **MERIT PAY PROGRAM**

**As of June 30, 2008**

**Values – Outcomes:** The Merit Pay Program has been designed to reach the following outcomes or values:

1. Loyalty
2. Achievement
3. Collaboration

**Participants** in the Merit Pay Program include:

4. Classroom Teachers
  1. This group does **not** include Aides, Part-time, Substitute or others unless specifically indicated in his/her employment offer.
5. Specialty Teachers
  1. This group includes Music, Art, and Special Ed Director
  2. This group does **not** include Aides, Part-time, Substitute or others unless specifically indicated in his/her employment offer.
6. Principal

**Disbursement:** Merit pay will be disbursed in June based upon performance during the school year. Each criteria of the Merit Pay program will identify how much is to be paid. There are phase in/out portions of each criteria.

**Measurement and Disbursement Schedule:** The programs we will use to measure are

### **1. Loyalty (25% of Total Merit Pay)**

- i. All of the following criteria must be met to qualify for this portion of the Merit Pay program
- ii. Teachers must attend one full board meeting during the year
- iii. Teacher must attend all team collaboration and staff meetings as scheduled during the school year, except in the event of illness.
- iv. Teachers must complete the school year to be eligible for any part of this bonus.
- v. Teachers are required to serve on at least ONE Principal-appointed committee as a team leader or protégé.
  1. Committee attendance must be at least 85%. Committees are required to keep an attendance log (signed by attendees), minutes of their meeting in the format designed by the Principal and minutes are to be turned into the Principal within 3 days of each meeting.

### **2. Achievement (50% of Total Merit Pay)**

- i. The School-wide objective is a 3% growth over the previous year's assessments in core subjects.
- ii. A variety of measures will be used, including grade level appropriate beginning and end of the year testing using the following: DRA (K-2), SRI (1-8), McCall Crabbs (K-8), Monthly Math Average Test Scores (K-8) and other appropriate testing and standardized state testing.
- iii. As a goal area of improvement, teachers will also focus on developing and nurturing greater writing skills at all grade levels, using the six-traits of writing measurement. Teachers are responsible for 85% proficiency for grade level writing assessments, using the writing rubric established by the Six Traits of Writing.
- iv. 3% growth in all subject areas = 100% of the bonus

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2% growth in all subject areas = 80% of the bonus

1% growth in all subject areas – 50% of the bonus

**3. Collaboration (25% of Total Merit Pay)**

Teachers must attend and report (to the Principal on a form/report designed by the Principal and Approved by the Board) each of the following:

**1. Grade Collaboration Meetings Merit Pay Schedule:**

- a. 95% attendance and reporting = 100% of the bonus
- b. 90% attendance and reporting = 80% of the bonus
- c. 85% attendance and reporting = 50% of the bonus
- d. 84% or lower attendance and reporting = 0% of the bonus

**2. Grade Collaboration Meetings must be:**

- a. Held on a weekly basis
- b. Held before or after regular teaching time
- c. Be evidenced by a report, designed by the Principal and approved by the Board AND signed by the attendees
- d. Indicate with sufficient detail (as determined by the Principal)
  - i. The topics of discussion
  - ii. The implementation of prior discussion
  - iii. The goals for the following period (generally weekly)
- e. If no grade participants are available then a meeting should be requested with the Principal or a Specialty Teacher to comply
- f. Specialty teachers should meet with grades K-8 on a rotating schedule on a weekly basis

### Merit Pay Program Assumptions

State-wide Grant	\$	20,000,000	
Students State-wide		540,000.00	
Per Pupil State-wide	\$	37.04	
GWA			
Students		500	
Total Grant	\$	18,518.52	
Teachers		24	
Total per Teacher	\$	771.60	
		Total Per	
		Criteria	
Loyalty		25%	\$ 192.90
Achievement		50%	\$ 385.80
Collaboration		25%	\$ 192.90
Total Earned		100%	\$ 771.60
Total Earned		80%	\$ 617.28
Total Earned		50%	\$ 385.80